

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

MINUTES OF A REGULAR MEETING
OF THE FACULTY SENATE HELD ON
MAY 7, 1976, IN THE FACULTY
CONFERENCE ROOM, SIXTH FLOOR,
LISNER HALL

1 President Elliott called the meeting to order at 2:10 p.m.

Present: President Elliott, Provost Bright, Registrar Gebhardtshauer, Adams, Birnbaum, Cassidy, Cottrell, Davison, C. Elliott, Fox, Griffith, Kirsch, Kyriakopoulos, Morgan, Naeser, Pierpont, Reesing, Schiff, Schmidt, Smith, Snodgrass, Stevenson, Vontress, and Wood.

Absent: Amling, Ferster, Ginsburg, Kramer, Kurtz, Liebowitz, Linton, Plotz, Rockoff, Sapin, Schwartz, Solomon, Tillman, and, Vaill.

2 The minutes of the regular meeting of April 9, 1976, were approved as distributed.

3 Under Old Business Professor Morgan, on behalf of the Executive Committee, moved to reconsider Resolution 73/7, as amended, "A Resolution Approving Revisions to the Faculty Code and Ordinances," and Professor Stevenson seconded. Professor Stevenson said that if the motion to reconsider is passed he would introduce as amendments to the Final Code Revision the proposed changes summarized in his memorandum dated April 30, 1976, to the Faculty Senate resulting from the deliberations of the select committee with President Elliott. Professor Stevenson said that the proposed changes reflected a number of points which University counsel had brought up with respect to the Final Code Revision adopted by the Senate at its last meeting and that in his opinion the proposed changes would represent improvements in the Code and he would urge the Senate to vote in favor of the motion to reconsider in light of the fact that ultimately the Board of Trustees would be acting on this document. The question was called on the motion to reconsider Resolution 73/7, as amended, and was passed unanimously. The Senate then proceeded to act upon the proposed changes to the Final Code Revision and, after debate and discussion, the following amendments were adopted by the Senate:

- [1] P. 4, 1.a):
In the first sentence insert "corporate" after the word "appropriate."
- [2] P. 5, b)2):
Insert "leaves" after the first comma and "and defense leave" after the second comma.
- [3] P. 8, 1.c):
Change "July 1" to "June 30."
- [4] P. 9:
In line 4, place a comma after "adequate cause" and insert the words "termination of program."
In line 5, insert "two" after "in the latter" and change "case" to "cases."

- [5] P. 10, 4.a):
Delete the second sentence.
- [6] P. 10, 4.c):
In the third line strike "equitable," change "payments" to payment," strike the period, and add "of one year's salary beyond the date of termination of employment."
- [7] P. 10, last line:
Change "administrative" to "corporate."
- [8] P. 12, line two:
Strike the quotation marks around "defense leave."
- [9] P. 13, B:
After "clinical professors" insert "research professors." Strike "and." Change the period after "associate professors" to a comma and add "and associate clinical professors."
- [10] P. 18, B.1, line three:
After "shall" insert ", subject to such limitations or guidelines as may be established by the faculties of the respective schools or colleges."
- [11] P. 18, B.1, line eight:
After "faculty" strike the words "of equal or higher rank" and insert "of higher rank or of equal and higher rank, as the faculty may have determined by previously established procedures."
- [12] P. 21, c):
Replace the second sentence with "A formal proceeding to question the continued confidence of the faculty of a school or college in an academic administrative officer shall be instituted only after faculty members have made a reasonable effort to bring the substance of their concerns to the attention of such officers informally. The formal proceeding shall be conducted as follows:". . . .
- [13] P. 21, c)1), line one:
Replace "one-fifth" by "one-third."
- [14] P. 21, c)3):
In the first sentence strike "and shall afford all interested parties ample opportunity to present their cases."
- [15] P. 26, c)2):
After "designate a" insert "member of the Law Faculty to serve as."
- [16] P. 28, last two lines:
Replace "appropriate action" by "final disposition."

Upon completion of the above actions, Professor Naeser moved the adoption of Resolution 73/7, as amended, and Professor Stevenson seconded. The question was called and the motion passed unanimously. [The Final Code Revision, as adopted May 7, 1976, by the Faculty Senate is enclosed herewith and made a part of these minutes.]

4 Professor Schiff, on behalf of the Joint Committee of Faculty and Students, moved the adoption of Resolution 76/3, "A Resolution Concerning Student Stipends," and Professor Schmidt seconded. Professor Schiff said that the purpose of the resolution was to broaden the scope of student stipends and that the following two major changes were recommended: (1) the awarding of academic credit for outstanding student performance (which was to be added to the already existing vehicle of tuition remission), and (2) the evaluation of students' performances. In the case of tuition remission, the evaluation would be based on the criteria established by an Evaluation Board (an independent body) and in the case of academic credit, such credit would be given only by an arrangement involving a faculty member which must be approved by the Evaluation Board.

Professor Morgan said that since this resolution came to the Executive Committee too late for the kind of consideration usually given such matters, he wished to pose some questions that normally would have been raised by the Executive Committee prior to putting it on the agenda, and he apologized for having to do this at this point. He said that since this proposal had to do with giving academic credit he wondered if any action by the Senate was necessary or appropriate because he thought it was completely within the authority of each college to determine if work-type experience either merited or did not merit academic credit without any action by the Senate. Professor Schiff responded that that was absolutely correct, but the reason that the Joint Committee asked that it be brought before the Senate was that the proposed policy entailed a number of schools and colleges and, therefore, the Joint Committee was desirous of obtaining, in principle, the approval of the Senate. Professor Morgan replied that normally the Senate acted on matters of broader than single college concerns and, given the fact that there was no general policy preventing the colleges from doing this kind of thing, he would question the wisdom of the Senate's taking such an action apart from careful consideration and a recommendation from the Senate Committee on Educational Policy. Professor Morgan said that another question he had concerned the stipend or tuition remission in that it would be moving from a set award, having to do with holding a particular position, to a system of varying awards depending upon the evaluation of the work performed, and he wondered if this would not then put the matter in the general category of compensation, and, if so, what the Internal Revenue Service implications of this policy would be. Professor Schiff replied that there were presently no set awards and that the awards were not designated by position in that the students had to petition each year for a particular award. As far as the tuition remission was concerned, Professor Schiff said that the only change from the status quo involved the matter of an evaluation and that since he was not a tax lawyer he could not answer the question regarding possible Internal Revenue Service implications. However, he said, one of the complaints about the current system of awards is the implication that it is compensation for work being done and, in his opinion, this proposal would not necessarily make the system more compensatory, but less so. Professor Morgan said that it seemed to him that under the present system the award is made irrespective of the caliber of work done, whereas the present proposal would suggest very clearly that the amount paid is to be determined by the kind of job done. He said that, if this is the case, then there would be not only income tax implications, but also questions about the applicability of a whole series of regulations having to do with recruitment for the position, open advertising, and so forth. Professor Morgan asked if the Joint Committee had considered these kinds of problems. Professor Schiff said that the Committee had carefully considered some of them and he would point out that the amount paid was not alterable in that the student would apply for a certain amount and would either get that amount or would not get that amount and that no financial stipend was guaranteed in advance, although, he said, the wording in the proposed policy was vague on this point. Professor Vontress said that he felt that this resolution was a very important

one and demanded a serious and informed discussion based on the best available information which he did not think the Senate had at this time; therefore, he moved to table the resolution. Professor Cottrell seconded. The President asked for a vote on the motion to table and the motion passed by a vote of 14 to 4.

- 5 On behalf of the Executive Committee, Professor Morgan moved the nomination for membership on various committees as presented on the agenda:

(a) Nomination for appointment by the President to the following committees: Committee on University Bookstore: Robert F. Dyer, Chairman, Jackson K. Kern, and Ernest N. Albert; Committee on University Parking: Carol R. St. Cyr; GW Forum: A. E. Claeysens, Jr., Editor-in-Chief, Robert L. Combs, and John G. Boswell; Advisory Committee for the Charles E. Smith Center for Physical Education and Athletics: Nicholas Kyriakopoulos; Student Volunteer Action Council: Roderick S. French

(b) Nomination for appointment by the Board of Trustees to the following committees: Trustees' Committee on Academic Affairs: William B. Griffith; Trustees' Committee on Student Affairs: Stefan O. Schiff

(c) Nomination for election by the Faculty Senate to the following: Faculty Trustee Member of the Board of Trustees of the Consortium of Universities: Reuben E. Wood; Public Ceremonies Committee: Charles F. Elliott, Chairman (replacement for Gilbert J. Ginsburg)

There were no other nominations and the entire slate was elected unanimously.

- 6 Under Brief Statements Professor Schmidt, Chairman, Library Committee, reported that the faculty, in responding to the first year's attempt to make some sort of selective allocations for departments for book acquisitions, did this quite systematically and all funds that were allotted for that purpose were consumed. This indicates then, Professor Schmidt said, that for next year the budget was raised for acquisitions from \$250,000 to \$300,000; that the Librarian in his present campaign requesting departments to look at their serials very carefully and receiving cooperation in this regard sees the likelihood of about a \$10,000 drop in that figure with a probable increase of 3,500 new serials resulting in some gain there; and that there will be a gain, presumably in that part of the \$50,000 increase not consumed by inflation. He said the overall picture is that about two-thirds of the \$300,000 is committed and that new book acquisitions will come from the remaining \$100,000. Professor Schmidt urged that the departments continue to cooperate as they have been doing to see that their needs are stated and that they make use of the funds which are available. Professor Griffith asked Professor Schmidt if the administration responded to the request contained in a resolution adopted by the Senate a few years ago to formally provide the Senate every year with a statement of progress towards the goals set out in the resolution which supported the libraries. Professor Schmidt replied that it had in an informal sense, but not in the formal sense of providing a systematic plan annually. President Elliott asked Professor Griffith if he would supply him with the number of the resolution referred to and Professor Griffith said that he would do so.

Professor Kirsch said that, as part of the continuing saga of the computer, he would like to suggest that the administration be aware that since they have elected to schedule a new three-week session this summer, if there are any mistakes, the session will be over before they can be rectified and he hoped that the same kinds of troubles experienced last semester would not occur this time.

Professor Pierpont asked a point of information concerning the timing and the position of the Faculty Assembly on the Final Code Revision as adopted by the Senate since he had reported to the Medical Center Senate that he thought the final revised Code would go before the Faculty Assembly. Professor Stevenson replied that he thought it was the understanding of the Professional Ethics and Academic Freedom Committee, the Executive Committee, and the Select Committee that no action by the Faculty Assembly was necessary since the members of the faculty-at-large had had sufficient opportunity to express their views to the Senate and that an attempt to deal with this document before the Faculty Assembly would not be feasible.

Professor Morgan said that he had a few comments to make - first, he said that he shared Professor Vontress' concern about the resolution regarding student stipends which had just been tabled and that he had the intention of requesting the Executive Committee to ask the Joint Committee and the Educational Policy Committee for further consideration and to report back after dealing with the questions raised at this meeting for he thought it was a very important matter. Secondly, he read the following memorandum addressed to him as Chairman of the Executive Committee from Leila K. Lesko, Chairwoman, Orientation Coordinating Committee, dated April 8, 1976, concerning the Summer Advance Registration Program:

Enclosed is a copy of the schedule of events for the 1976 Summer Advance Registration Program. As you will notice, students are promised the opportunity to talk with faculty members at the informal receptions to be held June 22, 24, 27, and 29. This event will also give faculty members an opportunity to meet some of the 600 students registering during S.A.R.P. Although a letter will be sent to all full-time faculty in early June, I would like to extend an early invitation to the members of the Faculty Senate. I would very much appreciate your announcing the reception at your last meeting of the year. If you have any questions or would like additional information, please contact me.

Professor Morgan encouraged Senate members to participate if possible. He then called the Senate's attention to the fact that the September 10th meeting of the Senate would be held in the University Library, Second Floor Conference Room, #202, instead of Faculty Conference Room, Lisner Hall, which was temporarily being used for other purposes on that date.

Professor Morgan then moved to suspend the rules for the introduction of a Resolution of Appreciation, and Professor Wood seconded. The rules were suspended by a unanimous vote. President Elliott read the attached Resolution of Appreciation (76/4) for Professor Naeser, who was retiring, and then presented it to him. After a standing ovation by the Senate, Professor Naeser addressed the members as follows:

Besides the general satisfaction of serving the University on a broader scale, rather than just a departmental or college level, service in the Senate has a couple of specific rewards. Senators become chairmen and sooner or later present a committee report with a resolution. The report proceeds to be dissected, ultimately put back together, not necessarily all the organs are there - particularly the ones the committee chairman felt were very vital organs - other organs implanted, now and then an appendage sutured on; but it all serves to develop the virtue of humility on the part of the chairman, which is its own reward. Between the dissection and the reassembly, it's all submitted to a very detailed histological examination - frequently with staining, very infrequently with abstaining - but it's a laborious and time-

consuming process in that all of the members, as well as those who serve at the head table, cultivate the virtue of patience.

So, I have no words of wisdom to offer, only words of encouragement - "Carry on and may ye become evermore virtuous!" I thank you.

President Elliott then called upon Professor Caress, Secretary of the University's Steering Committee for the Middle States Association Self-Study and Visitation, who reported as follows:

As many of you know, the University is scheduled for evaluation by the Middle States Association in the spring of 1977. The process of self-study, which precedes the evaluation team's visitation, is now underway. A special topics type of self-study was requested of the Association and our request has been approved. The study of each of the topics will be carried out by task force committees during the coming summer. The topics and the task force committee chairmen are as follows:

"The Impact of the Consortium on the University" -
Professor Reuben Wood;

"The Growing Influence of the Government on the Affairs
of the University" - Dean Henry Solomon;

"The Effect of Community-oriented Programs on the
University" - Associate Dean Charles Chambers;

"The Status of Liberal Arts Education at this
University" - Professor Clarence Mondale.

The committees have been formed and are just beginning their work. All members of the University Community who have suggestions that they wish to bring before a committee, are invited to discuss them with the committee chairman. The committees will need assistance from various members of the faculty, staff, and student body. If you are called upon, please give their request a high priority in your schedule.

7 The President adjourned the meeting at 4:03 p.m.



Robert Gebhardtsbauer
Secretary

A RESOLUTION OF APPRECIATION (76/4)

WHEREAS, Charles Rudolph Naeser has earned and held the respect, gratitude, and affection of all parts of The George Washington University community; and

WHEREAS, as Professor Emeritus of Chemistry, he will be leaving the Faculty Senate; therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the following citation be issued:

In recognition of his contributions to The George Washington University during forty-one years of faithful service to his students and colleagues as Assistant Professor, Associate Professor, and Professor of Chemistry in the Columbian College and the Graduate School of Arts and Sciences;

In recognition of his conscientious and unselfish efforts on behalf of educational excellence as Chairman of the Department of Chemistry for twenty-three years;

In recognition of a career marked by a variety of professional and community activities redounding to the credit of this University;

Especially in recognition of his valuable service to the faculty during eleven years of membership on the Faculty Senate, only partially recognized when he was awarded the Senate's first "Distinguished Service Award" in 1967;

Upon the occasion of his leaving the Faculty Senate,

THE FACULTY SENATE

OF

THE GEORGE WASHINGTON UNIVERSITY

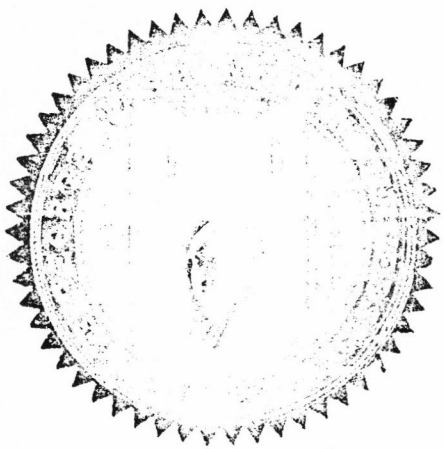
ONCE AGAIN


CITES

PROFESSOR CHARLES RUDOLPH NAESER

FOR

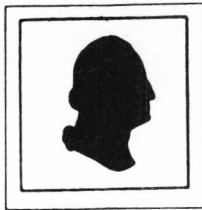
DISTINGUISHED SERVICE


John A. Morgan, Jr.
Chairman, Executive Committee


Lloyd H. Elliott
President

May 7, 1976

Adopted May 7, 1976



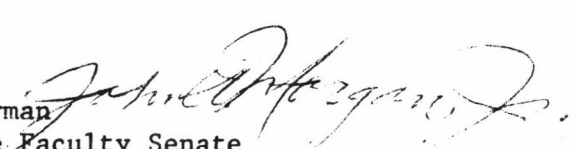
Faculty Senate

MEMORANDUM

June 9, 1976

TO: Faculty

FROM: John A. Morgan, Jr., Chairman
Executive Committee of the Faculty Senate



The attached pages include the revisions to the Faculty Code as finally adopted by the Faculty Senate at its May 7, 1976, meeting.

The completed document has been forwarded to the President for submission to the Board of Trustees for its action which, we hope, will occur in the fall.

JAMjr/dt

Attachment

FACULTY CODE

Governing the Academic Personnel of the University

The Board of Trustees of The George Washington University, by virtue of the authority vested in it by the University Charter, hereby establishes the following Faculty Code. The Faculty Code applies to all University faculty in all colleges, schools, divisions, departments, and comparable educational divisions. Constitutions, by-laws, and established procedures of governance devised by subdivisions of the University are subordinate to the letter and spirit of the Faculty Code.

I. Grades of Academic Personnel

The grades of academic personnel are:

A. RETIRED STATUS

Professor emeritus, professor emeritus in residence, associate professor emeritus, associate professor emeritus in residence, and retired (in any given rank for age or disability).

B. ACTIVE STATUS

1. Regular: Professor, associate professor, assistant professor, and instructor.

2. Limited Service: Adjunct professor, adjunct associate professor, adjunct assistant professor, adjunct instructor, clinical professor, professorial lecturer, associate clinical professor, associate professorial lecturer, assistant clinical professor, assistant professorial lecturer, lecturer, special lecturer, studio lecturer, clinical instructor, teaching fellow, fellow, and graduate teaching assistant.

3. Visiting: Professor, associate professor, and assistant professor.

4. Research Staff

Members of the research staff may be appointed by the Board of Trustees, upon recommendation of the appropriate faculty and officers of the administration, as research professor, associate research professor, assistant research professor, and research instructor. Such appointments do not provide tenure.

II. Academic Freedom

A. A faculty member shall enjoy freedom of investigation subject only to legal restrictions and such guidelines as shall be recommended by the Faculty Senate and adopted by the University.

B. A faculty member shall enjoy freedom of expression. In the classroom a faculty member's exposition shall be guided by requirements of effective teaching. In speaking and writing outside the University a faculty member shall not attribute his personal views to the University.

III. Professional Responsibilities

A. Members of the faculty shall perform well their academic duties, strive for professional development, and apply their talents to the service of their professions and their community.

B. Members of the faculty shall not permit their research to interfere with their teaching duties. In the classroom they shall be responsible for the character of the instruction, the maintenance of good order, and

the observance of University regulations. Faculty members shall make adequate preparation for their classes and conduct them in a dignified, courteous manner. They shall meet classes on time, hold classes for the full period, grade tests and examinations and report the grades promptly, and report promptly to the appropriate dean matters requiring disciplinary action and matters relating to the physical condition of classrooms and laboratories.

C. Members of the faculty shall perform their other academic duties conscientiously: they shall attend faculty meetings, commencement exercises, convocations, and other academic events; serve on faculty or University committees; assist in the administrative work of their departments and in the general administrative work of the University; and serve as general or departmental advisers to students.

D. Members of the active status faculty shall strive to grow in professional competence by means of effective teaching and sound scholarship. They shall strive for the advancement of knowledge in their fields by individual research and by participation in the activities of professional societies.

E. Regular active status members of the faculty shall have the primary responsibility of devoting their time, thought, and energy to the service of the University. No such member of the faculty shall accept an outside teaching appointment during the academic year or engage in any other regular activity of a remunerative nature without the approval of the University. Even when officially approved, such employment shall not be permitted to interfere with a faculty member's responsibility to the University.

IV. Appointment, Reappointment, Tenure, and Promotion

A. APPOINTMENT AND TENURE

1. Statements of Terms and Conditions

a) New faculty appointments shall be made by a letter signed by the appropriate corporate officer of the University. The appointee may accept the appointment by signing a copy of the letter of appointment and returning it to the University. A copy of this Code and the Procedures for the Implementation of the Faculty Code shall accompany or precede the letter of appointment and shall be considered part of the agreement between the faculty member and the University.

b) Tenured members of the faculty and faculty members whose appointments do not expire or whose appointments will be renewed shall be notified in writing annually, on or about April 1, of salary and of changes in rank or of other terms and conditions of service for the next academic year.

2. Limited Service Appointments

All appointments to limited service active status (as defined in Article I, Section B, Paragraph 2) shall be for a specified period of a year or less. Such appointments may be renewed an unlimited number of times.

3. Regular Appointments Without Tenure

a) All appointments or reappointments to regular active status positions shall be for a specified term except for those that confer tenure.

b) The total of such terms, including all full-time service with the rank of instructor or higher in this or other recognized institutions of higher learning, shall not exceed seven years, provided that:

1) Leaves of absence to engage in authorized teaching or research activities at another institution shall be included in this seven-year period.

2) Leaves for study toward a degree, leaves for military or for personal reasons, and defense leave shall not be included in this period.

3) A faculty member with more than three years' previous full-time service at another institution may be appointed at any rank below that of professor without tenure for four years.

4) Members of the faculty who are stationed at affiliated institutions and assigned to educational programs of the Medical Center may be appointed for more than seven years without tenure.

c) Letters of appointment to positions that will not normally lead to the consideration of the appointee for tenure shall include a statement to that effect.

d) A faculty member of the rank of assistant professor or higher who will not be granted tenure at the end of the final year of his or her maximum term of appointment shall be so notified in writing no later than June 30 preceding the year in which his or her appointment will expire in accordance with Article V, Section B, hereof. Any such faculty member who is not so notified shall acquire tenure at the end of the term.

4. Stated Periods by Rank

a) Instructors

Instructors shall be appointed for an initial period of one year and may be reappointed for not more than three additional one-year periods. No reappointment shall, except by special action of the Board of Trustees, upon recommendation by the appropriate faculty body and the appropriate University officers, extend any individual's total period as an instructor beyond four years. Tenure shall not be conferred at this grade.

b) Assistant Professors

Assistant Professors shall be appointed for a period of not more than three years and may be reappointed, with or without tenure, for one or more additional periods.

c) Associate Professors

Associate Professors shall be appointed for a period of not more than four years and may be reappointed, with or without tenure, for one or more additional periods.

d) Professors

Professors may be appointed with tenure, or for a period of not more than three years without tenure.

B. PROMOTION

1. Promotion shall be dependent upon professional competence as evidenced by teaching ability, productive scholarship, participation and leadership in professional societies, service to the University, and public service.

2. As general practice a promotion shall be accompanied by an appropriate increase in salary.

3. Each school, college, or comparable educational division shall establish and publish criteria on which promotion will be based. Additional criteria that may exist in departments shall also be published. Each department or nondepartmentalized school or college shall establish and publish the procedures followed for making decisions concerning promotions.

4. Each department or school shall establish procedures for periodically informing faculty members whether they are making satisfactory progress toward promotion.

C. NONDISCRIMINATION

Appointments, renewals, terminations, promotions, tenure, compensation, and all other terms and conditions of employment shall be made solely on the basis of merit and without regard to race, color, religion, sex, national origin, or other considerations prohibited by law.

V. Termination of Service

A. EXPIRATION OF DEFINITE PERIOD APPOINTMENTS

All appointments for a definite period of service expire automatically with the completion of such period of service, subject, as appropriate, to the safeguards specified in this Article and in Article IV.

B. TERMINATION OF NON-TENURED APPOINTMENTS

1. Notice of Nonrenewal of Appointment

Written notice that an appointment is not to be renewed shall be given to a regular active status faculty member in advance of the

expiration of his or her appointment, according to the following minimum periods of notice:

- a) Not later than March 1 of the first academic year of faculty service in the University in the case of a one-year appointment;
- b) Not later than December 1 of the second academic year of such service in case of a two-year appointment or the renewal of a one-year appointment;
- c) Not later than June 30 preceding the final academic year after two or more academic years of service in the University.

2. Notice by Member of Termination or Declination of Renewal

A member of the faculty who desires to terminate an existing appointment or to decline a renewal shall give notice in writing no later than April 1 if the faculty member's rank is instructor or assistant professor, and no later than March 1 if the rank is higher, or within thirty days after receiving notice of the terms and conditions of service for the next academic year, whichever date is later; but the faculty member may properly request a waiver of this requirement in case of hardship or in a situation which might entail the denial of a substantial professional advancement.

3. Dismissal and Late Notice

Dismissal of a faculty member during a non-tenured appointment, or the nonrenewal of an appointment with less than the required advance notice, shall be preceded by a statement of reasons and shall be subject to the provisions of Article X of this Code.

C. TERMINATION OF TENURE

Grounds for Termination: Until retirement of a faculty member

in accordance with other provisions of this Code, and subject to the provisions of Article X, an appointment with tenure shall be terminable by the University only for adequate cause, termination of program, or on account of extraordinary financial exigency, in the latter two cases after not less than twelve months' notice to the faculty member.

1. Adequate Cause

Adequate cause shall mean unfitness to perform academic duties because of:

- a) incompetence;
- b) lack of scholarly objectivity or integrity;
- c) persistent neglect of professional responsibilities under this Code;
- d) gross personal misconduct that destroys academic usefulness.

2. Termination of Program

The University may occasionally be required to terminate the appointments of tenured faculty members as a result of the termination of an entire instructional program because of a substantial decline in enrollments in the program or because of the expiration of grants, contracts, or other sources of funding on which the program's financial viability depends.

3. Extraordinary Financial Exigency

The University may occasionally be required to terminate the appointments of tenured faculty members because of extraordinary financial exigency. This drastic measure shall be considered only as a last resort,

after every effort has been made by the University administration and the Board of Trustees to meet the need in other ways.

4. Obligations of the University

a) Tenured faculty members shall not be dismissed because of termination of their program or extraordinary financial exigency until every effort has been made to place them in suitable positions elsewhere in the University.

b) If an appointment with tenure is terminated because of termination of a program or an extraordinary financial exigency, and, within two years, the program is reinstituted or funds become available to restore the position, the released faculty member's place shall not be filled until he or she has been offered and declined reappointment.

c) Faculty members whose tenured appointments are terminated because of the termination of their program or because of an extraordinary financial exigency shall be provided severance payment of one year's salary beyond the date of termination of employment.

VI. Leave

A. At any time, for study or for any other valid reason, a leave of absence without salary may be granted to a member of the faculty by the appropriate corporate officer.

B. When circumstances permit, the Board of Trustees shall grant sabbatical leave to a member of the faculty with tenure who has served six or more continuous years in a college or university in regular active status, three years of which must have been served in this University, or who has served

six or more years in regular active status after a preceding grant of sabbatical leave. The request for sabbatical leave must be accompanied by an outline of the education, research, and/or self-improvement program which the applicant proposes to follow if the leave is granted. Such leave must be recommended by the department or other appropriate unit, concurred in by the appropriate administrative official of the corresponding college or school and the Provost, approved by the President of the University, and granted by the Board of Trustees of the University.

By accepting a grant of sabbatical leave, faculty members obligate themselves to continue in the service of the University for at least one year following their leave unless the University agrees to some other arrangement.

When faculty members are eligible for sabbatical leave but for reasons of college, school, or departmental convenience or necessity have their leave deferred, their next eligibility for sabbatical leave shall be computed from the time they became eligible for such leave, not from the date the leave was actually granted.

The University shall pay members of the faculty while on sabbatical leave one-half of their salary for two semesters or all of their salary for one semester. (The salary is paid as a compensation for the benefits received by the University from the efforts of the faculty member on leave.)

C. In the event of a national emergency, regular active status faculty members will be granted defense leave in accordance with the following provisions:

1. Members of the faculty given defense leave for the duration of an emergency will have the privilege of returning to the service of

the University at the beginning of the semester following their release from service.

2. Members of the faculty on defense leave in a civilian status may be requested to return to the University and their defense leave terminated on sixty days' notice.

3. The return to University service of members of the faculty from defense leave is conditioned upon their mental, moral, and physical competence to resume their positions in the University.

VII. Retirement

A. Members of the faculty shall retire at the end of the fiscal year in which they reach the age of 65, provided that the Board of Trustees may continue such a faculty member under annual contract upon the recommendation of the faculty members who would be entitled to vote if the retiring faculty member were being considered for an original appointment in his or her present rank and with the approval of the appropriate officers of the University. For the purposes of this Article the fiscal year shall be taken as the period beginning July 1 and ending June 30.

Subject to the need of the University, a full-time member of the faculty who is retired may be invited by the appropriate officers of the University to continue on a part-time basis and appointed for a renewable period not to exceed one academic year. Such appointee shall be designated "emeritus (or retired) in residence."

In no case shall an appointment under the two preceding paragraphs be renewed beyond the end of the fiscal year in which the appointee reaches the age of seventy.

B. A member of the faculty with long and distinguished service to the University may, upon retirement, be awarded emeritus status. Emeritus status is recommended by the regular active status members of the faculty concerned and, with the concurrence of the administration, is awarded by the Board of Trustees. Those eligible for consideration for emeritus status are professors, adjunct professors, clinical professors, research professors, associate professors, and associate clinical professors.

Faculty members in emeritus status shall be entitled to use facilities as arranged with the administration of the University and to participate in faculty meetings without the right to vote. They may serve on committees and may perform such other services as are in keeping with their desires and with the needs of the University.

C. A retired faculty member may use facilities as arranged with the administration of the University and participate in faculty meetings without the right to vote.

VIII. Retirement Annuity

The University has entered into an agreement with the Teachers Insurance and Annuity Association, which agreement is organized upon a dual participation basis. Full-time members of the faculty are eligible to participate.

IX. Faculty Role in University Decision Making

A. The regular active status faculty shares with the officers of the administration the responsibility for the effective operation of the departments, schools, colleges, and the University as a whole. In the exercise of this responsibility, the regular active status faculty plays a role in

decisions on the appointment and promotion of members of the faculty and the appointment of the President, deans, departmental chairman, and other administrative officials with authority over academic matters. The regular active status faculty also participates in the formulation of policy and planning decisions affecting the quality of education and life at the University. This participation includes an active role in the development, revision, and elimination of the curricular offerings of each department, college, or school by its regular active status faculty. The regular active status members of the faculty of a college or school are also entitled to an opportunity to make recommendations on proposals concerning the creation, consolidation, or elimination of departments, institutes, or other academic or research units making up a part of that college or school. The Faculty Senate or an appropriate committee thereof is entitled to an opportunity to make recommendations on proposals concerning the creation, consolidation, or elimination of schools, colleges, or other major components of the University.

B. The faculty cannot perform an effective and responsible role in University decision making without the cooperation of the administrative officers of the University. This cooperation includes the provision of such information as is necessary to the development of sound, well-informed recommendations. Faculty bodies charged with responsibilities for particular policy and planning areas are entitled, to the extent feasible, to be informed sufficiently in advance of important decisions within their areas of competence to be able to provide their advice or recommendations to the appropriate University officials.

X. Principles Governing Issues Relating to Termination, Dismissal, Nonrenewal, Conditions of Employment, and Rights and Privileges Under This Code

The rights, privileges, and responsibilities of a faculty member conferred by this Code shall be carefully safeguarded in accordance with the highest accepted principles, practices, and procedures of the academic community. An alleged infringement of such rights or privileges or an alleged violation of such responsibilities, or a charge of unfair or discriminatory treatment based on race, color, religion, sex, national origin, or other considerations prohibited by law with regard to conditions of employment shall first be considered by the faculty member or members concerned, or by appropriate representatives of the faculty, in cooperation with the responsible administration officers. If such consideration does not lead to an adjustment satisfactory to the parties involved, the procedures for the implementation of this Article shall be fully utilized.

XI. Health Service

A. The University, recognizing the importance of the health of the teacher to professional competence, shall contribute to the cost of the current and any future basic health care program for all members of the faculty.

B. The facilities of the Health Clinic shall be available to members of the faculty in emergencies resulting from accidents or sudden, serious illness while on campus. Such medical services shall be limited to necessary first aid.

XII. Construction

As used in this Code and the Procedures for Implementation, words that may imply the masculine gender shall be construed to refer to both the masculine and the feminine genders.

XIII. Effective Date

Having been approved by the Board of Trustees of the University
on _____, this Code shall as of _____,
supersede all former codes and ordinances. The Board of Trustees of the
University directs that this revised Faculty Code be published.

PROCEDURES FOR THE IMPLEMENTATION
OF THE FACULTY CODE

A. GOVERNANCE OF DEPARTMENTS, SCHOOLS, AND COLLEGES

The regular active status faculty and tenured limited service faculty of each department, school, college, or comparable educational division shall establish written procedures for the governance of that unit.

B. FACULTY PARTICIPATION IN ACTION CONCERNING FACULTY MEMBERSHIP

1. The regular active status faculty of the rank of assistant professor or higher of a department or of a nondepartmentalized school or college or comparable educational division shall, subject to such limitations or guidelines as may be established by the faculties of the respective schools or colleges, establish procedures enabling an elected standing committee or a committee of the whole to submit its recommendations for appointments. Recommendations for actions other than appointments concerning instructors, assistant professors, or associate professors shall be determined by the tenured members of the faculty of higher rank or of equal and higher rank, as the faculty may have determined by previously established procedures. Recommendations for actions other than appointments concerning professors shall be determined by tenured members of the rank of professor.

2. Appointments and actions affecting renewal of appointments, promotion, tenure designation, and termination of service shall normally follow faculty recommendations. Departures from this standard shall be limited to those cases involving compelling reasons. The appropriate administrative

officer shall notify the Executive Committee of the Senate of any departures from faculty recommendations and the compelling reasons therefor. The faculty or the appropriate unit thereof shall also be notified unless the Board of Trustees determines that such notification would be contrary to the best interests of the individual or individuals concerned.

3. Faculty recommendations concurred in by the appropriate administrative officers shall be transmitted by them to the President, who shall transmit them to the Board of Trustees. Variant or nonconcurring recommendations from an administrative officer, together with supporting reasons, shall be sent by that officer to the Executive Committee of the Senate through the appropriate superior administrative officers. The Executive Committee may seek information and advice and make recommendations to the faculty or the appropriate unit thereof and to the appropriate administrative officers. If concurrence cannot be obtained after opportunity for reconsideration in the light of the recommendations of the Executive Committee, the recommendation of the appropriate administrative officers, accompanied by the recommendation of the faculty and the report of the Executive Committee, shall be transmitted to the Board of Trustees through the President.

C. FACULTY CONSULTATION AND RECOMMENDATION IN THE SELECTION
OF ACADEMIC ADMINISTRATIVE OFFICERS

1. Department Chairman

The regular active status faculty members of a department of the rank of assistant professor and higher shall, subject to such limitations or guidelines as may be established by the faculties of the respective schools or colleges, formulate procedures for making recommendations

for filling vacancies in the post of department chairman. The procedures shall provide for an elected committee of the regular active status members of the department, or an appropriate interdepartmental committee, to recommend a candidate for the position. Normally the appointment shall be made in accordance with the recommendation. Should the appointing official not concur with the committee's recommendation, that official shall so inform the department concerned and shall indicate the reasons therefor. The committee shall, after consultation with the appointing official, make alternative recommendations until a nomination acceptable to both the department and the appointing official is reached.

2. Dean, Associate Dean, Assistant Dean, and
Similar Academic Administrative Officers

a) The academic administrative officers, such as deans, associate deans, assistant deans, Vice President for Medical Affairs, or other academic administrative officers of similar rank of a college, school, or other academic unit shall be qualified for faculty membership by training and experience.

b) Appointments to such positions shall be made only after a special or standing committee elected by the regular active status faculty involved from among the faculty's tenured members has established criteria (subject to the approval of that faculty as a whole), considered nominations, and reported its recommendations in accordance with the procedures established under Section A, above, to the faculty which elected it or to the appropriate academic administrative officer.

c) Such appointees shall hold office only as long as they

retain the confidence of the faculty concerned. A formal proceeding to question the continued confidence of the faculty of a school or college in an academic administrative officer shall be instituted only after faculty members have made a reasonable effort to bring the substance of their concerns to the attention of such officers informally. The formal proceeding shall be conducted as follows:

- 1) A petition signed by one-third of the regular active status members of the rank of assistant professor or higher of the faculty concerned shall be submitted to the Chairman of the Executive Committee of the Faculty Senate.

- 2) The Chairman of the Executive Committee shall call a special meeting of the faculty concerned for consideration of the matter. The meeting shall be held within twenty days on which classes are regularly held in the University of the time the petition is submitted. Notice of the meeting shall be given to all of the faculty members eligible to vote on the matter.

- 3) The Chairman of the Executive Committee shall preside over the meeting. At this meeting procedures for balloting shall be determined.

- 4) Within ten days on which classes are regularly held in the University of the first special meeting, a secret ballot of the regular active status faculty of the rank of assistant professor or higher shall be taken at a special meeting or by

mail on the question of confidence in the administrator involved. The balloting shall be supervised by the Executive Committee of the Faculty Senate.

5) The affirmative vote of a majority of the faculty members eligible to vote shall be necessary for the passage of a vote of no confidence. If the resolution passes, the Chairman of the Executive Committee shall forward the results of the proceedings to the President of the University for appropriate action.

3. Vice President for Academic Affairs, Associate or Assistant Vice Presidents for Academic Affairs

Appointments to the position of Vice President for Academic Affairs or Associate or Assistant Vice President for Academic Affairs shall be made only after consultation with the Executive Committee of the Faculty Senate. The Executive Committee may submit names of proposed candidates for these positions and may advise concerning names proposed by administrative officers. Appointees to these positions shall be qualified for faculty membership by training, experience, and continued interest in teaching and research. They shall retain office only as long as they retain the confidence of the Faculty Assembly.

4. Other Administrative Officers

a) The faculty of a school, college, division, or other organizational unit or group of units shall be consulted for their recommendations regarding the appointment of administrative officers whose concern with

academic matters is limited to that unit or group of units. The regular active status faculty members of the rank of assistant professor and higher of the organizational unit or units concerned shall establish procedures and criteria for the formulation of such recommendations.

b) The Executive Committee of the Faculty Senate shall be consulted for its recommendations regarding the appointment of administrative officers whose concern with academic matters comprehends all or substantially all of the University.

5. President of the University

The Faculty Assembly shall elect a committee to advise and consult with the Board of Trustees or appropriate members thereof in the selection of a President.

D. FACULTY PARTICIPATION IN ACTION CONCERNING CURRICULUM

The regular active status faculty members of the rank of assistant professor and higher of each department, nondepartmentalized school or college or other academic unit shall formulate procedures by which they or an elected standing committee shall participate in the addition, revision, and elimination of curricular offerings. No academic course, program, or credit requirement shall be added or altered without the concurrence of such faculty or committee.

E. PROCEDURES FOR IMPLEMENTATION OF ARTICLE X OF THE FACULTY CODE

1. Grievance Committee

a) The Faculty Senate shall elect a Grievance Committee of fifteen tenured active status faculty members, no more than three of whom

shall be members of the faculty of any one school or college (except that four may be members of the faculty of Columbian College) and none of whom may be serving as academic administrators. The members of the Committee shall serve three-year staggered terms, so that the terms of five of the members shall expire each year. The Faculty Senate shall designate the Chairman of the Committee from among the members of the Committee.

2. Preliminary Proceedings

a) Before instituting any formal proceedings concerning an alleged violation of the Faculty Code, the aggrieved party or parties shall exhaust all reasonable efforts to achieve a resolution of the situation through informal consultation with the appropriate faculty members and administrative officers.

b) If informal consultation fails to resolve the matter, the aggrieved party shall refer the dispute to the Faculty Senate by means of a letter addressed to the Chairman of the Executive Committee. The Senate shall appoint a special mediation committee of three members, none of whom shall be members of the Grievance Committee; and this mediation committee shall conduct an informal investigation of the matter and attempt to effect a mutually satisfactory resolution.

c) The special committee shall submit a report to the Faculty Senate, with copies transmitted to the parties, when it has either achieved a mutually satisfactory resolution or concludes that further efforts at mediation would be futile. The report shall include, if appropriate, the committee's evaluation of, or recommendations concerning, any university,

college, school, or departmental policies or practices involved in the dispute.

3. Formal Proceedings

a) Commencement of Proceedings

1) If the preliminary proceedings do not result in a mutually satisfactory resolution of the dispute, any party to the dispute may commence formal proceedings by means of a complaint addressed to the Chairman of the Grievance Committee, with copies sent to the Chairman of the Executive Committee of the Faculty Senate and the other party or parties.

2) The complaint shall set forth with particularity the nature of the dispute, the identity of the remedy sought, and the reasons alleged to justify the remedy.

3) Within twenty calendar days of the receipt of the complaint, the other party or parties to the dispute shall reply in writing, sending copies of the reply to the Chairman of the Grievance Committee, the Chairman of the Executive Committee of the Faculty Senate, and the complaining party or parties.

4) The reply shall set forth with particularity the position of the replying party or parties with respect to each allegation of the complaint.

b) Hearing Committee

1) Upon receipt of the complaint, the Chairman of

the Grievance Committee shall, with the advice of the Executive Committee of the Faculty Senate, appoint a Hearing Committee of three members from among the members of the Grievance Committee.

2) No member of the same department as a party shall sit on the Hearing Committee. Any party to a dispute may disqualify one member of the Hearing Committee by peremptory challenge. Any party may also seek to disqualify a member of the Hearing Committee for cause. The Grievance Committee shall hear and decide any challenges for cause. The Chairman of the Grievance Committee shall, from among the remaining members of the Grievance Committee, fill any vacancies on the Hearing Committee created by challenges.

3) When all challenges have been decided and vacancies filled, the Hearing Committee shall convene, establish a schedule for the hearings, and elect a chairman from among its members to preside during the formal proceedings.

4) All three members of the Committee shall be present during the hearings and the deliberations of the Committee except that the presence of one of them during part of the proceedings may be waived by agreement of the parties.

c) Procedure for Hearings

1) The parties to the proceedings shall be entitled to appear in person and to be represented by counsel or other adviser.

2) The Hearing Committee may, in its discretion,

request that the Executive Committee of the Faculty Senate designate a member of the Law Faculty to serve as Committee Counsel to advise the Committee on legal questions during the hearings and deliberations.

3) The procedure at the hearings shall be informal, but shall comply with the requirements of due process of law. The parties shall be entitled to testify on their own behalf, to call as witnesses any member of the University faculty and also any other person who is willing to testify, to present written and other tangible evidence, and to cross-examine witnesses called by other parties. Sworn depositions may be received in evidence when opposing parties have been given reasonable opportunity to appear and cross-examine the deponent. A party shall be entitled to inspect and copy, in advance of the hearing, any relevant documents in the control of another party and not privileged, and may offer such documents or excerpts therefrom in evidence.

4) The parties shall be entitled to present opening and closing statements.

5) A stenographic record of the hearings shall be made and one copy, which shall be available to all parties, kept on file by the University.

6) The hearings shall be open to the public unless, on the motion of a party, the Hearing Committee shall determine that it is in the best interests of the University and the parties that the hearings be closed.

7) At the conclusion of the taking of evidence and the hearing of arguments, the Committee shall deliberate and reach its decision in closed session. The vote of a majority shall be determinative.

8) The Hearing Committee shall render its findings and recommendations in a written report which shall state the number of members subscribing to the report and shall include dissenting opinions, if any. This report shall be submitted to the Chairman of the Executive Committee of the Faculty Senate and copies shall be transmitted to the parties.

4. Appeals

a) Any party may appeal the decision of the Hearing Committee by filing a notice of appeal with the Chairman of the Grievance Committee and sending copies thereof to the Chairman of the Executive Committee of the Faculty Senate and to the other parties. The notice of appeal must be filed within ten days of the receipt of the decision of the Hearing Committee.

b) An appeal shall be heard by those members of the Grievance Committee who were not members of the Hearing Committee provided that members of the Committee who were disqualified from sitting as members of the Hearing Committee and members of the same department as any of the parties shall not participate in the hearing of the appeal.

c) The parties to an appeal shall be entitled to present written and oral argument.

d) The Grievance Committee shall render an opinion in writing, sustaining, modifying, or remanding the decision of the Hearing Committee.

Copies of the opinion shall be transmitted to the parties and the Chairman of the Executive Committee of the Faculty Senate.

5. Disposition

When the time for filing an appeal has expired without an appeal having been commenced, or when the appeal process has been completed and a final decision has been rendered, the record of the case, including the decisions of the Hearing Committee and the Grievance Committee, shall be transmitted to the President and the Board of Trustees for final disposition.

F. PROCEDURES FOR THE DISMISSAL OF A FACULTY MEMBER FOR ADEQUATE CAUSE

1. Commencement of Proceedings

a) Proceedings to dismiss a tenured faculty member for adequate cause may be commenced by a complaint, addressed to the Chairman of the Grievance Committee, signed by the Vice President for Academic Affairs and either the dean or the department chairman who has administrative responsibility for the faculty member concerned. The complaint shall set forth the grounds alleged to constitute adequate cause for dismissal. A copy of the complaint shall be delivered in hand to the faculty member concerned or shall be sent by registered mail to the faculty member's residence. A copy of the complaint shall also be sent to the Chairman of the Executive Committee of the Faculty Senate.

b) Proceedings may also be commenced by a petition, setting forth the grounds alleged to constitute adequate cause for dismissal and signed by a majority of the tenured faculty of the school or college of the faculty member concerned, or twenty tenured members of that faculty, whichever is the lesser. A copy of the executed petition shall be delivered in hand

to the faculty member concerned or sent by registered mail to his residence. Copies shall also be sent to the Chairman of the Grievance Committee, the Chairman of the Executive Committee of the Faculty Senate, and the Vice President for Academic Affairs.

c) Within twenty calendar days of the receipt of the complaint, the faculty member concerned shall reply in writing, sending copies of the reply to the Chairman of the Grievance Committee, to the Chairman of the Executive Committee of the Faculty Senate, and to the Vice President for Academic Affairs. The reply shall set forth with particularity the responding faculty member's position with respect to each allegation of the complaint.

2. Hearing Committee

a) Upon receipt of the complaint, the Chairman of the Grievance Committee shall, with the advice of the Executive Committee of the Faculty Senate, appoint a Hearing Committee of six members from among the members of the Grievance Committee.

b) No member of the same department as the faculty member concerned and no one who has signed a petition seeking that faculty member's dismissal shall sit on the Hearing Committee. The faculty member concerned may disqualify two members of the Hearing Committee by peremptory challenge and may also seek to disqualify a member of the Hearing Committee for cause. The Grievance Committee shall hear and decide any challenges for cause. The Chairman of the Grievance Committee shall, from among the remaining members of the Grievance Committee, fill any vacancies on the Hearing Committee created by challenges.

c) When all challenges have been decided and vacancies filled,

the Hearing Committee shall convene, establish a schedule for the hearings, and elect a chairman from among its members to preside during the formal proceedings.

d) All of the members of the Hearing Committee shall be present during the hearings and the deliberations of the Committee except that the presence of one of them during part of the proceedings may be waived by agreement of the parties.

3. Procedure for Hearings

a) The procedure for the hearings shall be the same as provided in Part E of these Procedures, except that the hearing shall be closed on the motion of the faculty member concerned, and that the Hearing Committee may recommend the dismissal of the faculty member concerned only by the affirmative vote of two-thirds of its members.

4. Appeals

a) The faculty member concerned may appeal the decision of the Hearing Committee in accordance with the procedures provided in Part E, Paragraph 4, of these Procedures.

5. Attorneys' Fees and Expenses

a) Regardless of the outcome of any proceedings conducted pursuant to this Part, the University shall reimburse the faculty member concerned for the reasonable attorneys' fees and expenses actually incurred in his or her defense.

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

The Faculty Senate

April 28, 1976

The Faculty Senate will meet on Friday, May 7, 1976, at 2:10 p.m., in the Faculty Conference Room on the sixth floor of Lisner Hall.

AGENDA

1. Call to order

2. Minutes of the regular meeting of April 9, 1976

3. Old Business

4. Resolutions:

A RESOLUTION CONCERNING STUDENT STIPENDS (76/3), Professor Stefan O. Schiff, Co-Chairperson, Joint Committee of Faculty and Students (resolution and policy statement attached)

5. General Business:

- (a) Nomination for appointment by the President to the following committees:
Committee on University Bookstore: Robert F. Dyer, Chairman, Jackson K. Kern, and Ernest N. Albert; Committee on University Parking: Carol R. St. Cyr; GW Forum: A. E. Claeysens, Jr., Editor-in-Chief, Robert L. Combs, and John H. Bowell; Advisory Committee for the Charles E. Smith Center for Physical Education and Athletics: Nicholas Kyriakopoulos; Student Volunteer Action Council: Roderick S. French
- (b) Nomination for appointment by the Board of Trustees to the following committees: Trustees' Committee on Academic Affairs: William B. Griffith; Trustees' Committee on Student Affairs: Stefan O. Schiff
- (c) Nomination for election by the Faculty Senate to the following:
Faculty Trustee Member of the Board of Trustees of the Consortium of Universities: Reuben E. Wood; Public Ceremonies Committee: Charles F. Elliott, Chairman (replacement for Gilbert J. Ginsburg)

6. Brief Statements

7. Adjournment



Robert Gebhardt Bauer
Secretary

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

A RESOLUTION CONCERNING STUDENT STIPENDS (76/3)

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY THAT THE FACULTY SENATE recommends that the University adopt the Policy on Student Stipends submitted in the attached report of the Joint Committee of Faculty and Students.

Joint Committee of Faculty & Students
April 26, 1976

RESOLUTION ON STUDENT STIPENDS

PURPOSE

The underlying aims of this proposal are:

1. To widen and deepen the philosophy implicit in the current stipend policy of monetary reward (almost suggesting a salary) for services rendered, to one of recognition for outstanding performance and meaningful achievement.
2. To enlarge the number of organizations and individuals (to include but extend beyond officers) eligible for awards.

THE PROPOSAL

It is proposed to continue the financial stipends now awarded (but to make more of them available, in smaller amounts, with necessarily redefined criteria), and to add to them the category of academic credit hours to be awarded when appropriate, as a "stipend" for significant accomplishment in leadership in student activities. Eligible students must decide in advance which category they will apply for.

- A. Academic Credit Hours. (Note: this concept is fully consonant with this University's prevailing academic philosophy of awarding academic credit for practical experience and field work and special projects. It is also consistent with administrative principle and practice, that responsible guidance can greatly enhance for the students the learning experience that participation in activities can provide).
1. Before or at the beginning of a semester, the student seeking academic credit will arrange, with a faculty member in a department appropriate to the nature of the student's activity, to have his performance in that activity guided, supervised and evaluated. There can be no guarantee that all departments will offer appropriate vehicles. The criteria for evaluation will thus be established in advance, and may or may not include, in addition to the normal duties undertaken in the activity, some special project defined by teacher and student.
 2. These arrangements underway, the student will apply to the Evaluation Board for approval of his carefully described proposal.
 3. Once the Board has approved, the guidance and evaluation of the student are the sole responsibility of the teacher, who may consult with the Board or the advisor of the student's activity.

4. The grade awarded will be a letter grade, or credit/no credit.
5. The student must be enrolled full-time, and in good academic standing.
6. In the student's entire academic career, a maximum of six (6) academic credit hours may be thus accumulated. A maximum of three (3) academic credit hours may be thus earned per semester. Accordingly, a student could earn three (3) hours per semester for any two semesters; or, one (1) hour per semester for any six semesters; or, two (2) hours per semester for any three semesters, etc.
7. The number of academic credit hours thus earned (up to the maximum of six (6)) are to be included within the hours required for graduation.
8. Academic credit hours thus earned may, at the discretion of individual departments, be counted either as electives or as helping to satisfy the requirements for the department major.
9. Academic credit hours thus earned are to be counted as a part of the student's normal semester load.

B. Monetary Stipends.

1. Students may apply before, at the beginning, middle, or end of the semester, for stipend or tuition remission.
2. Working from, but necessarily revising considerably, the 1974 Joint Committee report on stipends, the Evaluation Board will establish flexible criteria for determining eligibility.
3. Stipends will not be automatically awarded on the basis of number of hours worked, or estimated in advance. Rather, although the criteria will necessarily vary for different student positions, stipends will be based upon an evaluation of student performance in that position. Accordingly, no financial stipend is guaranteed in advance.

C. Evaluation Board.

1. Members of the Evaluation Board will be appointed in the Spring semester (students through open petitioning to the Joint Committee of Faculty and Students, and faculty through recommendations by the Faculty Senate). The evaluation board will function independently of the Joint Committee of Faculty and Students.
2. The evaluation board shall consist of six (6) members, namely, three students, two faculty, and the Director of Student Activities as an ex-officio, non-voting participant.
3. Procedural guidelines and selection of chairperson should be decided internally.

4. The Evaluation Board will meet at least twice each semester, the beginning and end, first to act upon applications for both academic credit and monetary awards, then to evaluate performance for the monetary awards, observing the rights and privileges conferred by the Statement of Student Rights and Responsibilities. As stated above, it does not participate in evaluation of performance for academic credit awards, although it may be consulted with by faculty members seeking information about an activity.
5. In evaluating performance for the awarding of monetary stipends, it may canvas opinions of the student's peers within the organizational activity. When advisable, it may also confer with the group's advisor.

Joint Committee of Faculty & Students
April 26, 1976

The following information was obtained from the records of the
Department of the Interior, Bureau of Land Management, for the
year ending December 31, 1964. The information was obtained
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